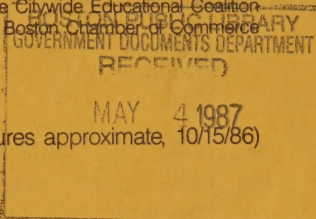


BOSTON SCHOOL EMPLOYEES & THEIR PERFORMANCE

prepared by the Citywide Educational Coalition
in cooperation with the Greater Boston Chamber of Commerce



Q. WHO WORKS FOR THE BOSTON PUBLIC SCHOOLS?

- A. The BPS has about 8,100 employees who work:
- at the BPS central office: 620
 - at the 5 District offices: 69
 - at the schools:

principals:	126	teachers:	4,340 total
assistant principals:	90	3,000 in regular education	
other administrators:	230	930 in special education	
guidance:	105	410 in bilingual education	
librarians/aides:	80	custodians:	460
nurses:	75	lunch/bus monitors:	400
classroom aides:	600		
other employees include secretaries, school police, etc.			

Q. WHO ARE THEY?

- A. BPS Central Administrators (including five District Superintendents) are: (positions filled as of 10/86)

15 women	11 black
26 men	27 white
41	2 Hispanic
	1 Asian
	41

More than half of these central administrators (24) live in Boston.

BPS Principals are:

94 men	32 black
32 women	87 white
126	5 Hispanic
	2 Asian
	126

Fifty-eight principals live in Boston, the most in West Roxbury (9), Jamaica Plain (7), and Grove Hall (7).

BPS Teachers are:

1,472 men	980 black
2,902 women	2,985 white
4,374	267 Hispanic
	124 Asian
	18 Native American
	4,374

There are 2,162 Boston residents among 4,374 BPS teachers, with the highest numbers in West Roxbury (247), Codman Square (229), and Mattapan (184).

Q. WHAT DO THEY EARN?

- A. For 1986-1987, base pay (before career awards, overtime, etc.) is:

Superintendent	\$95,000	Teachers Nurses & Guidance	\$19,561-36,219
Deputy Superintendents	\$60,762	Custodians*	\$19,602-30,257
Central Administrators*	\$41,343-49,586	Clerical Staff*	\$12,391-37,019
District Superintendents	\$54,700	Bus Drivers	\$7.55-11.16/hr.
Principals/Headmasters*	\$48,129-50,767		

*Figures approximate; contracts currently being negotiated.

Q. ARE BPS EMPLOYEES EVALUATED FOR JOB PERFORMANCE?

- A. Most employees are evaluated annually, usually by their immediate superior. In 1985-86, the BPS evaluated:

119 Principals	Excellent:	77	Satisfactory:	42	Unsatisfactory:	0
4,565 Teachers	Excellent	2,607	Satisfactory:	1,938	Unsatisfactory:	20
467 Custodians	Excellent:	n/a	Satisfactory:	467	Unsatisfactory:	0

Central Administrator evaluation results are not available.

Q. ARE BPS EMPLOYEES REQUIRED TO LIVE IN BOSTON?

- A. Last summer, the governor signed a law that exempts most school personnel from any local residency law. The result: only a few at the top of the pyramid and most of those at the bottom must live in Boston. **Subject to residency:** the superintendent, his legal and research staffs, the planning and engineering office, several other departments, and all bus monitors, school police, cafeteria help, etc. **Exempt from residency:** the deputy superintendents, most central administrators, all teachers, principals, custodians, and clerical staff.

Q. HOW MANY PEOPLE WORK AT THE BPS CENTRAL OFFICE? FOR WHAT DEPARTMENT?

- A. More than 600 people work at 26 Court Street for the: (figures approximate, 10/15/86)

Department	Head	Assistants	Clerical	Other	TOTAL
School Committee	n/a	27	0	0	27
Secretary to the Committee	1	1	3	0	5
Superintendent	1	4	3	1	9
Deputy Superintendents*	3	14	8	1	26
Special Education*	6	30	44	12	92
Business Office	1	12	31	16	60
Facilities/Maintenance*	3	42	10	5	60
Instructional Services	1	19	6	18	44
Computer Records Office	1	4	8	25	38
Personnel Office	1	7	27	2	37
Vocational Education	1	13	9	12	35
Bilingual Education*	1	16	5	8	30
Student Assignment*	4	11	10	3	28
Parent Organizations*	2	5	3	17	27
Chapter I Remediation	1	14	7	1	23
Food Services	1	5	9	0	15
Transportation	1	11	3	0	15
Research & Development	1	7	2	0	10
Legal Staff	1	5	3	0	9
Budget Office	1	5	2	0	8
Adult Education	1	2	3	0	6
Safety	1	1	3	1	6
School Assistance	1	1	3	1	6
Equal Opportunity	1	2	1	0	4
	36	258	203	123	620

*NOTE: Some departments were combined in this chart. The special education numbers, e.g., represent the total number of employees in six separate offices which serve special needs students.

POINTS TO NOTE:

- The superintendent has stressed that tougher evaluations of both programs and individuals will be a priority in the coming year.
- Few employees are fired by the BPS, though some are "encouraged to resign" in advance of dismissal.
- Because the evaluation form lacks a definition of "excellence", the distinction between satisfactory and excellent teacher performance is left entirely to the principal.
- Next year, for the first time, the starting salary of teachers will be higher than the starting salary for custodians.

Fact Sheets done by:
CWEC
Citywide Educational Coalition
37 Temple Place, #521
Boston, MA 02111

(617) 542-2835

Printing by the Greater Boston Chamber of Commerce